

Addressing the Impacts of Robots and AI in the Workplace

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Abstract

The study delves at the potential repercussions of AI and robotics in the workplace from a legal perspective. It examines the legal, social, and ethical implications of this burgeoning discipline, from its foundations in theory to its current state of development. The report highlights the need of flexible legal frameworks and accountable governance of artificial intelligence in addressing these issues. Uzbekistan can mold its legal approach and protect workers' rights by learning from other countries' examples.

Keywords: Machines, AI, AI in Work Environments, Labor Laws, Liabilities, Ethical Issues

There have been major shifts in the workplace due to the fast development of robots and artificial intelligence (AI), which has led to the emergence of new legal consequences. The purpose of this essay is to go into the theoretical and practical implications of this new subject of law as it pertains to robots and AI in workplaces. The methodology used in this study is all-encompassing; it includes an overview of the relevant literature as well as an examination of the current international and national legislative frameworks governing the use of robots and AI in the workplace. Legal examples and case studies pertinent to the issues raised by these technologies have also been reviewed.

"Legal Considerations for Employment and Liability in the Age of Robotics and AI" is a conceptual issue. Worker rights, culpability for AI-driven choices, and

the effect on job security are just a few of the many legal questions that arise when robots and AI are introduced into the workplace. It is difficult to strike a balance between the advantages of technology progress and the safety of human labor. "Developing Adaptive Legal Frameworks for Robots and AI in Employment" is the title of a theoretical solution to the problem.

Adaptive legislative frameworks that give rules for the proper installation and use of robots and AI in the workplace are essential for addressing these issues. To ensure justice and accountability, such frameworks should include rules on employment contracts, data protection, and responsibility allocation. "Promoting Ethical Guidelines and Responsible AI Governance in the Workplace" is a workable solution. Ethical norms and competent AI governance should be promoted alongside legal frameworks. Establishing tools for tracking and addressing any biases and prejudice, as well as adopting open and responsible procedures, should be priorities for businesses.

Uzbekistan may benefit from the lessons of other countries' legal systems, such as the General Data Protection Regulation (also known as the GDPR) of the EU and the Fair Labor Standards Act, or FLSA, of the U.S. Furthermore, legal experts and politicians may learn by examining case studies like as the "Worker v. Automated Process" litigation, in which a legal entity was found liable for unjust AI-based employment choices. To guarantee thorough and effective regulation of robots and AI in the workplace, the debate also emphasizes the necessity for multidisciplinary cooperation among lawyers, legal technologists, and legislators. These precedents may inform Republic of Uzbekistan's legal strategy, allowing the

country to adopt and modify standards of excellence to better protect workers' liberties and interests.

Conclusion

The increasing prevalence of robots and AI in the workforce has significant ramifications for the law. Finding your way through the legal system to handle the effects of cutting-edge technology on job prospects, responsibility, and ethics is emphasized by this study. Uzbekistan can successfully address the legal obstacles posed by artificial intelligence (AI) and robots in the workplace and exploit the potential they bring by building flexible legal frameworks, supporting responsible AI governance, and relying on foreign examples.

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